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## **Labour Day Message: Upholding Workers' Rights As a Foundation for Responsible, Productive and Sustainable Industry**

**Kuala Lumpur, April 27, 2026** — In conjunction with Labour Day, the Federation of Malaysian Manufacturing (FMM) reaffirms its commitment to uphold the dignity, welfare and rights of workers as a fundamental pillar of a strong, responsible and sustainable manufacturing sector.

Malaysia's manufacturing sector is built on the dedication of over 2.3 million workers who support production, exports and the nation's economic resilience every day. FMM recognises and sincerely thanks all workers for their contribution, perseverance and commitment, which continue to strengthen the competitiveness and reputation of the industry.

In today's environment, workers and employers are operating under growing pressures. Workers are facing higher living costs and greater day-to-day uncertainties, while businesses continue to manage rising input costs, supply chain disruptions, global competition and increasing compliance expectations. In this shared environment, mutual respect, understanding and cooperation between employers and workers are more important than ever.

A resilient and competitive industry is built not only on cost efficiency or investment, but on people. Safe, fair and respectful workplaces are essential. The rights of workers, including safe and healthy working conditions, fair wages, reasonable working hours and dignity at work, must always be upheld. These are not only core to good employment practices, but also reflect the broader responsibility of businesses to uphold human rights across their operations and supply chains.

FMM emphasises that employers who invest in fair treatment, worker welfare, skills development and safe working environments are investing in their own long-term sustainability. Such practices help strengthen morale, productivity, retention, organisational stability and business reputation. They also support customer and investor confidence in an environment of growing scrutiny over labour standards and supply chain integrity. Work-life balance is also an important part of a sustainable and productive workforce. Employers who take practical steps to support reasonable work arrangements, adequate rest and overall employee wellbeing are more likely to build a stable, engaged and high-performing workforce.

FMM also recognises that a sustainable workforce ecosystem must be balanced and practical. Protecting worker welfare must go hand in hand with ensuring that businesses remain viable, competitive and able to continue creating jobs. In this regard, FMM views the protection of workers' rights as aligned with the objectives of the National Action Plan on Business and Human Rights (NAPBHR), the National Action Plan on Forced Labour (NAPFL) and the New Industrial Master Plan 2030 (NIMP 2030), all of which support a more responsible, inclusive and sustainable industrial future.

Employers play an important role in ensuring compliance with labour laws and promoting good workplace practices, including occupational safety and health, proper payment of wages and overtime, non-discrimination, grievance mechanisms, prevention of

harassment, ethical recruitment, and responsible management of worker accommodation and welfare, including for migrant workers. These efforts must also be supported by all relevant Government agencies without unnecessary restrictions that make compliance more difficult.

As Labour Day is marked across the country, FMM calls on its members to continue strengthening workplace practices, investing in their workforce and upholding the values that build trust, stability and long-term success. To all workers across Malaysia, FMM expresses its sincere appreciation. Your work matters, your dignity matters, and your contribution remains central to the nation's progress.

FMM will continue to engage with Government, employers, workers and other stakeholders to promote balanced, practical and progressive labour policies that protect workers' rights while reinforcing the resilience and competitiveness of Malaysia's manufacturing sector.



**Mr Jacob Lee Chor Kok**  
**President, Federation of Malaysian Manufacturing**

***FMM Advocates Transparency, Integrity, Accountability and No Corruption***

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### **About FMM**

The Federation of Malaysian Manufacturing (FMM) (formerly known as Federation of Malaysian Manufacturers) has been the voice of the Malaysian manufacturing sector since 1968, advocating policies and initiatives that drive industrial growth, competitiveness and workforce development. Representing over 13,300 member companies (4,200 direct and 9,100 indirect) from the manufacturing supply chain, FMM is actively engaged with government and its key agencies at Federal, State and local levels. FMM is also well-linked with international organisations, Malaysian businesses and civil society. Apart from benefitting from FMM's advocacy, FMM members enjoy value-added services including training, business networking and trade opportunities as well as regular information updates.

### **Media Enquiries:**

Han Mong Ying, Senior Manager, Corporate Affairs  
Tel : 03-6286 7200 | Email: [webmaster@fmm.org.my](mailto:webmaster@fmm.org.my)